

May 16, 2018

Barbara and Michael,

Over the last 41 years, the Mattress Factory has proven itself to be a place where artists and arts administrators alike feel safe to experiment, innovate, and bring their best ideas forward. It is that spirit that drew all of us to the museum, and it is that spirit that compels us to speak up now. We are passionate about the mission of the Mattress Factory, and are committed to ensuring the safety of all of our colleagues. We believe in every person's right to a work environment that is free from discrimination and unlawful harassment, and we stand with all survivors of workplace sexual harassment and sexual assault. Most of all, we have faith that the Mattress Factory is an organization that will stand for what is right. It is our hope that we, as a staff, can come together in order to be proactive, rather than reactive or defensive, when it comes to handling matters of sexual harassment and assault.

We are writing this letter to you today because we have learned that a staff member accused of sexual harassment, sexual assault, and rape of multiple women (including staff members, former staff, and a non-staff member) was not terminated and was allowed to continue working, often one-on-one, with staff members without supervision. This letter and the following requests stem from the goal of ensuring that the Mattress Factory is a safe, inclusive, and equitable workplace for all.

In a case where there appears to be a pattern of predatory behavior involving sexual harassment, sexual assault, or rape, we believe that the right action is to immediately suspend the individual (with pay or not, where appropriate) who has allegedly committed these crimes, pending investigation. Unfortunately, in this case, it has come to our attention that the alleged perpetrator continued to work at the museum for over ten weeks in the same capacity as he had been while allegedly committing these crimes, while the investigation was ongoing. This created an environment that unnecessarily exposed employees to the risk of sexual harassment, sexual assault, and/or rape.

We are concerned that the procedure and methods of investigation into this matter were inadequately recorded and witnessed. We are also concerned that the consequences for the alleged perpetrator's actions were insufficient when it comes to ensuring the safety of current Mattress Factory employees and those involved with the museum.

We have two expectations:

- 1) We expect immediate termination of the alleged perpetrator's employment. We feel justified in requesting this action for three reasons:
 - a) It is unlikely that multiple women would come forward with stories of similar sexual harassment, sexual assault, and/or rape while risking their livelihoods and reputations if they did not believe they were speaking truthfully.

- b) The Mattress Factory saw reason to have the alleged perpetrator complete a sexual harassment training. We can conclude that in this case, at least some fault was found in the course of the investigation.
 - c) Employees have had employment terminated at the Mattress Factory for far less than rape, so it is not unreasonable to expect termination for one of the most serious violations ever to be committed by a museum employee.
- 2) We expect the establishment of a board-approved sexual harassment/assault policy that establishes a clear and transparent method of reporting, investigation, suspension, and termination for future cases, and which is created to prioritize employee safety and well-being above all other concerns.

Most of the undersigned have indicated that they would be open to meeting as a group with you to open up a dialogue about this matter. Please contact Katie Urich to set up a meeting date and time. We see this letter as an opportunity to have a conversation and to collaborate as a team in order to make sure that the Mattress Factory can continue to be a place where we are proud to work. We thank you for creating an environment where we can feel comfortable approaching you with such candor and look forward to your response.

In addition to a meeting, we request a written response to each of the undersigned by end of business day May 18, 2018.